



## ***THE SAFETY PROFESSION***

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# ***DEVELOPING OUR CIVILIAN SAFETY PROFESSIONALS***

**Connie K. DeWitte**  
**Deputy Assistant Secretary**  
**of the Navy (Safety)**  
**15 July 2003**



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## **DASN (Safety) Vision**

***“Mission First, Safety  
Always  
-- All Day, Every Day!”***



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# **DASN (Safety) Mission**



Policy, oversight,  
advocacy, and strategy  
for Department of the Navy  
safety, occupational health,  
and fire protection



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# **Building skills for mishap prevention**

- DASN (Safety) has been appointed as the DON Civilian Safety Community Career Leader.
- Goal – To develop and sustain a skilled safety professional community to aggressively attack preventable mishaps.





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# **Why a DON Safety Community?**



- President's Management Agenda – Initiative #1: Strategic Management of Human Capital.
- Strong safety serves the Navy and Marine Corps people and mission.
- Safety pros deserve it, and it's a worthy legacy.



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# **Framework - DON Workforce Crisis**



- Nearly half (48%) of DON civilian workforce left in past 12 years (most of any service!)
- Skipped a generation of recruiting efforts:
  - Over half DON GS-018s are over 50 years old.
  - Acute at mid-level.
  - Pipeline drying up.
- Changing workforce:
  - Marine Corps adding 111 GS-018s by FY06.
  - Broader responsibilities.
  - Changing competencies.



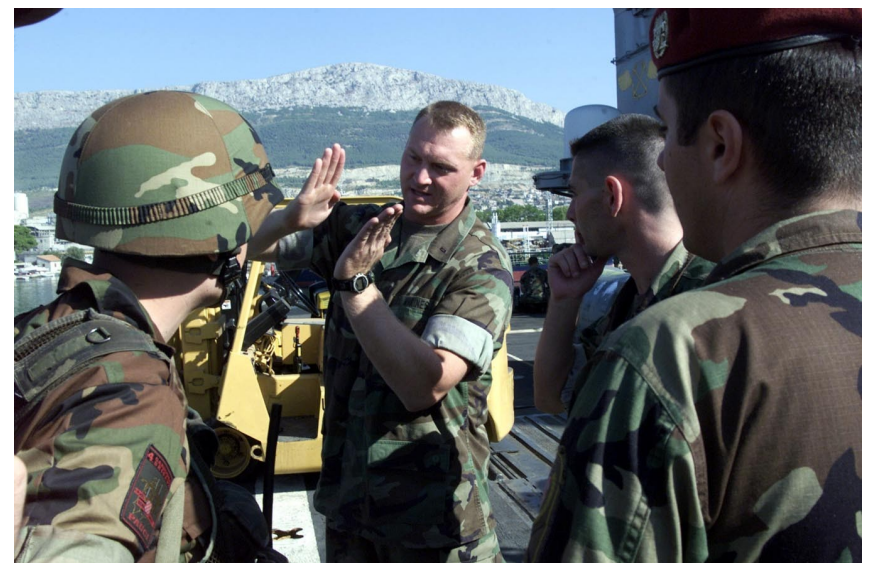
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# **Who are DON Safety Personnel?**

- Safety and occupational health managers/ specialists/ technicians, aviation safety officers, ground safety officers, industrial hygienists, other occupational health personnel.
- Military and civilian
- Full time and collateral
- Career and current assignment





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# **Start with DON Civilian Safety Community**

- A program for safety & occupational health professionals (starting with GS-018)
- Total program
  - Selection and recruitment.
  - Professional development & criteria.
  - Provide career opportunity & retain.
- Potential for centralized resources.
- Uniqueness of Navy and Marine Corps and together what makes sense.





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# **Formulating the DON Safety Community**

- Set goals and framework
  - Where are we now?
  - Where do we need to go?
  - What skills will our professionals need?
- Resources
- Establish a Career Path



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## **First steps**

- Conducted a GS-018 data call to assess current situation.
- SkillsNet project to identify skills needed.
- Better define safety function
- Assess current resources.





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# **DON SOH GS-018 Data Call**

- Responses on 84% of all DON GS-018 and 019s.
  - **Fifteen USMC activities responded.**
  - **Provided information on 66 GS-018/019 safety civilians.**
- USMC 31% undermanned in Safety Offices.
- USMC 39% undermanned in civil service personnel in Safety Offices.



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# **DON SOH GS-018 Data Call**

- 70% USMC are mid-grade GS-018-11 or 12.
- 30% USMC eligible for retirement within the next 5 years.
- 27% USMC intend to retire within next 5 years.

**Overall for DON, more than half of our safety professionals plan on retiring within the next 10 years!**





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# **DON SOH**

## **GS-018 Data Call**

- Some GS 5/7/9s can move up, but will still be short 200 GS-018-11s, **PLUS** the 111 new USMC positions.
- Only 19% of USMC activities have used interns or co-op, work-study employees.
  - 73% are interested in using intern, co-op, work study.
  - Marines are testing out the Army's Safety Intern Course – future application??



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## **DON SOH**

### **GS-018 Bottom Line**



- We stand to lose:
  - **One-third of our mid-grade safety managers in the next 5 years.**
  - **One-half in the next 10 years.**
- No pool of upward mobility personnel or new accessions to replace them.
- Safety community program is critical.



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# **SkillsNet**

- CNO (N1 Personnel) initiative to define and identify competencies (technical and leadership/ management).
- Already using for military personnel.
- Safety selected as the test civilian community.
  - Looking for nominee for 6 month project.
  - Will define functions and skills, supporting training decisions.





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## **SHORT TERM GOALS**



- Identify training requirements to develop skills identified to perform functions.
- Identify method of training delivery.
  - **Utilize new Navy and Marine Corps Safety School.**
  - **Tap into sister service programs.**
- Justify funding the safety training requirements and programs.
  - **Safety Return-On-Investment!**





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## **LONG TERM GOALS**



- SOH Community Plan:
  - Recruit, develop, retain SOH personnel.
  - Total program could include: retirees, interns, contractors, certification, requirements, long-term training, resulting in incentives for FERS employees to stay.
  - Funding/ resources support.
- Responsive to both Navy and Marine Corps safety communities.
- Safety Civilian Community Planning Board.



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## **The Marine Corps Civilian Safety Professional of the Future**

- **Appreciates the Warrior Spirit**
- **Leader and Manager**
- **Versatile Safety Professional**